

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case
09-CB-308757Date Filed
12-12-2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name
United Steel Workers USW

b. Union Representative to contact

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

13 Triangle Park #1301
OH Cincinnati 45246

d. Tel. No.

(b) (6), (b) (7)(C)

e. Cell No.

(b) (6), (b) (7)(C)

f. Fax No.

g. e-Mail

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of Employer
West Rock

4a. Tel. No.

(513) 745-2400

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

9960 alliance rd
OH Blue ash 45242

6. Employer representative to contact

7. Type of establishment (factory, mine, wholesaler, etc.)

8. Identify principal product or service

9. Number of workers employed

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

b. Cell No.

(b) (6), (b) (7)(C)

c. Fax No.

d. e-Mail

(b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code.)

(b) (6), (b) (7)(C)

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief..

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Signature of representative or person making charge) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(date) 12/12/2022 05:04:59 PM

Tel. No.

(b) (6), (b) (7)(C)

Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 09-CB-307469	Date Filed 11/18/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Steel Workers Local 498		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 13 triangle park drive #1301 OH Cincinnati 45246		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@usw.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Westrock		4a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)@westrock.com
5. Location of plant involved (street, city, state and ZIP code) 9960 Alliance Rd OH Blue Ash 45242		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C) Westrock		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)@westrock.com
11. Address of party filing charge (street, city, state and ZIP code.) 9960 Alliance Rd OH Blueash 45242			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) 9960 Alliance Rd Blueash OH 45242 Address _____ (date) 11/18/2022 06:44:17 AM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)@westrock.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
09-CA-308032Date Filed
11-30-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AAA BOB SUMEREL		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 6320 glenway avenue OH Cincinnati 45238	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 3
i. Type of Establishment (factory, mine, wholesaler, etc.) Auto & Truck Parts	j. Identify principal product or service Auto Repair	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 11/30/2022 02:07:33 PM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 09-CB-307020	Date filed November 2, 2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name AFSCME Ohio Council 8 AFL-CIO	b. Union Representative to Contact Charge given to (b) (6), (b) (7)(C) contact the (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
c. Address 1213 Tennessee Avenue, #2, Cincinnati, OH 45229	d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.	(b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		f. Fax No.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2021, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) leave of absence from work due to (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.		g. e-Mail	
3. Name of Employer University of Cincinnati Medical Center	4a. Tel. No. 513 584 1000	4b. Cell No.	
5. Location of Plant involved (street, city, state, and ZIP code) 234 Goodman St., Cincinnati, Ohio 45219	4c. Fax No.	4d. e-Mail	
7. Type of Establishment (factory, mine, wholesaler) hospital	8. Principal product or service medical	5. Employer representative to contact Human Resource	
10. Full name of party filing charge (b) (6), (b) (7)(C)	9. Number of Workers employed 11	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. None
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)	11c. Fax No. None	11d. e-Mail (b) (6), (b) (7)(C) @	
12. DECLARATION (b) (6), (b) (7)(C) at the statements therein are true to the best of my knowledge and belief.			
Address: (b) (6), (b) (7)(C)		Date: 10/31/22	Fax No. none
Print/type name and title or office, if any (b) (6), (b) (7)(C)		Cell No. none	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
09-CA-310361Date Filed
1-17-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Busken Bakery		b. Tel. No. 614-923-3107
		c. Cell No. 614-783-7003
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2675 Madison Road Cincinnati, OH 45208	e. Employer Representative David S. Kessler, Esq. Haynes, Kessler, Myers, & Postalakis, Inc. 300 West Wilson Bridge Road Suite 100 Worthington, OH 43085	g. e-mail david@ohiolawyersgroup.com
		h. Number of workers employed 13
i. Type of Establishment (factory, mine, wholesaler, etc.) Bakery	j. Identify principal product or service Cakes, Cookies, Donuts, and other Baked Goods	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2023, (b) (6), (b) (7)(C) coerced workers by bribing and promising workers benefits if they vote the Union out.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local No. 57, AFL-CIO, CLC


4a. Address (Street and number, city, state, and ZIP code) 871 West Marion Road, Suite 202 PO Box 32 Mt. Gilead, OH 43338	4b. Tel. No. 419-751-7099
	4c. Cell No. 614-557-6909
	4d. Fax No.
	4e. e-mail markleebctgm57@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Mark A. Lee, Principal Officer

(Print/type name and title or office, if any)

871 West Marion Road, Suite 202

PO Box 32

Address Mt. Gilead, OH 43338

Date 1/16/2023

Tel. No.
419-751-7099Office, if any, Cell No.
614-557-6909

Fax No.

e-mail
markleebctgm57@gmail.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 09-CA-308678	Date Filed 12/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Busken Bakery		b. Tel. No. 614-923-3107			
		c. Cell No. 614-783-7003			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 2675 Madison Road Cincinnati, OH 45208		e. Employer Representative David S. Kessler, ESQ. Haynes, Kessler, Myers, & Postalakis, Inc. 300 West Wilson Bridge Road, Suite 100 Worthington, OH 43085			
				g. e-mail david@ohiolawyersgroup.com	
				h. Number of workers employed 16	
i. Type of Establishment (factory, mine, wholesaler, etc.) Bakery		j. Identify principal product or service Cakes, Cookies, Donuts, and other Baked Goods			
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about November 15, 2022, the above employer, through its managers, supervisors, or agents, interfered with the Union's ability to bargain collectively for its members, bargained in bad faith, and retaliated for losing the decertification election on October 28, 2022.					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local No. 57, AFL-CIO, CLC					
4a. Address (Street and number, city, state, and ZIP code) 871 West Marion Road, Suite 202 Mt. Gilead, OH 43338		4b. Tel. No. 419-751-7099			
		4c. Cell No. 614-557-6909			
		4d. Fax No.			
		4e. e-mail markleebctgm57@gmail.com			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, AFL-CIO, CLC					
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. 419-751-7099			
Mark A. Lee, Principal Officer (Print/type name and title or office, if any)		Office, if any, Cell No. 614-557-6909			
871 West Marion Road, Suite 202, Mt. Gilcad, OH 43338 Address		Fax No.			
Date 12/10/2022		e-mail markleebctgm57@gmail.com			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
RM PETITION

DO NOT WRITE IN THIS SPACE	
Case No. 09-RM-309725	Date Filed January 3, 2023

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov, submit an original of this Petition to an NLRB Office in the Region in which the employer concerned is located. The petition must be accompanied by a certificate of service showing service on all parties named in the petition of the following: (1) the petition; (2) Statement of Position form; and (3) Description of Procedures in Certification and Decertification Cases (Form NLRB 4812). The petition must also be accompanied by evidence supporting the statement that a labor organization has made a demand for recognition on the employer or that the employer has good faith uncertainty about majority support for an existing representative. However, if the evidence reveals the names and/or number of employees who no longer wish to be represented, the evidence shall not be served on any party.

1. PURPOSE OF THIS PETITION: RM-CERTIFICATION OF REPRESENTATIVE – One or more individuals or labor organizations have presented a claim to the Employer/Petitioner to be recognized as the representative of employees of the Employer/Petitioner or the Employer/Petitioner has a good faith uncertainty about majority support for an existing representative. If a charge under Section 8(b)(7) of the Act has been filed involving the Employer/Petitioner named in this petition, this statement shall not be deemed made. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer/Petitioner Busken Bakery, Inc.		2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) 2675 Madison Road, Cincinnati, Ohio 45208	
3a. Employer/Petitioner Representative – Name and Title David S. Kessler		3b. Address (If same as 2b – state same) 300 West Wilson Bridge Road, Suite 100, Worthington, Ohio 43085	
3c. Tel. No. 614-923-3107	3d. Cell No. 614-783-7003	3e. Fax No. N/A	3f. E-Mail Address david@ohiolawyersgroup.com
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Commercial Bakery		4b. Principal product or service Baked Goods	
5a. Description of Unit Involved Included: Bakers and Apprentice Bakers Excluded: All other employees			5b. City and State where unit is located: Cincinnati, Ohio 6. No. of Employees in Unit: 16

Unless a charge alleging a violation of Section 8(b)(7) is pending, check **EITHER** item 7a or 7b, whichever is applicable

7a. <input type="checkbox"/> A labor organization made a demand for recognition on the Employer/Petitioner on (Date) _____	
7b. <input checked="" type="checkbox"/> The Employer/Petitioner has a good faith uncertainty about majority support for an existing representative.	
8a. Recognized or Certified Bargaining Agent - Name BCTGM Local 57	
8b. Affiliation, if any	
8c. Address 871 West Marion Road, Suite 202 Mt. Gilead, Ohio 43338-0032	8d. Tel. No. 8e. Cell No. 614-557-6909 8f. Fax No. 8g. E-Mail Address markleebctgm57@gmail.com
9. Date of Recognition or Certification	10. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year) March 31, 2023 (end of 5-year duration)

11. Is there now a strike or picketing at the Employer's establishment(s) involved? No If so, approximately how many employees are participating? _____
(Name of labor organization) _____ has picketed the Employer since (Month, Day, Year) _____

12. Organizations or individuals other than those named in item 8, which have a contract with the Employer/Petitioner or represent employees of the Employer/Petitioner or demanded recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5 above. (If none, so state)

12a. Name and affiliation if any	12b. Address	12c. Tel. No.	12d. Cell No.
		12e. Fax No.	12f. E-Mail Address
13. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.		13a. Election Type: <input checked="" type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail	
13b. Election Date(s):	13c. Election Time(s):	13d. Election Location(s): 2675 Madison Rd, Cincinnati	

14. Representative of the Employer/Petitioner who will accept service of all papers for purposes of the representation proceeding.

14a. Name and Title David S. Kessler		14b. Address (street and number, city, state, and ZIP code) 300 West Wilson Bridge Road, Suite 100, Worthington, Ohio 43085	
14c. Tel No. 614-923-3107	14d. Cell No. 614-783-7003	14e. Fax No.	14f. E-Mail Address david@ohiolawyersgroup.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) David S. Kessler	Signature <i>David S. Kessler</i>	Title Attorney	Date January 3 2023
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		09-CB-307705	November 21, 2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name CWA Local 4400		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 2300 Montana Ave., Suite 101, Cincinnati, OH 45211		d. Tel. No. (b) (6), (b) (7)(C)	e.e. Cell No.
		f. Fax No.	g. e Mail
h. The above named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2022, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Cincinnati Bell		4a. Tel. No. 513/397-9900	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 201 East 4th St., Cincinnati, OH 45202		6. Employer representative to contact Ashley Smith HR Manager	
7. Type of Establishment (factory, mine, wholesaler) Telecommunications	8. Principal product or service Telecommunications	9. Number of Workers employed 1500	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date:	Fax No.	
	11-21-2022	e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
09-CA-309395Date Filed
12-22-2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer First Student Group		b. Tel. No.
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 600 Vine Street, Suite 1400 Cincinnati, OH 45202	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@firstgroup.com
		h. Number of workers employed 450
i. Type of Establishment (factory, mine, wholesaler, etc.) transportation	j. Identify principal product or service school transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Employer refused to furnish information requested by Union on November 21, 2022 relevant to collective bargaining.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union No. 251

4a. Address (Street and number, city, state, and ZIP code) 121 Brightridge Ave. East Providence, RI 02914	4b. Tel. No. 401-434-0454
	4c. Cell No.
	4d. Fax No. 401-431-1893
	4e. e-mail mtaibi.ibt251@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Teamsters Local Union No. 251

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/Marc Gursky

Marc Gursky, Esq.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 1130 Ten Rod Rd., Ste 207C, North Kingstown, RI 02852 Date 12/22/2022

Tel. No.
401-294-4700

Office, if any, Cell No.

Fax No.
401-294-4702e-mail
mgursky@rilaborlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

09-CA-310691

Date Filed

1/20/23

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Half Price Books, Kenwood #405		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No. (513) 891-7261
		g. e-mail (b) (6) @halfpricebooks.com
d. Address (Street, city, state, and ZIP code) 8118 Montgomery Road OH Cincinnati 45236	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 16
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Specialty)	j. Identify principal product or service books, music, collectibles, gifts	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Bill Benner

United Food and Commercial Workers Union Local 75

4a. Address (Street and number, city, state, and ZIP code)7250 Poe Ave
OH Dayton 45414**4b. Tel. No.**

(877) 665-0075

4c. Cell No.

(419) 690-6983

4d. Fax No.

(937) 665-0600

4e. e-mail

bill.benner@ufcw75.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.

(419) 214-0808

Office, if any, Cell No.


(419) 360-1053

Fax No.

(419) 214-0809

e-mail

dchristen@turley-law.com

Dawn T Christen
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

2224 Centennial Rd

Address Toledo OH 43617

Date 01/20/2023 04:19:28 PM

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

09-CA-307201

Date Filed

November 16, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kellogg Company Cincinnati, Ohio Bakery		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
		g. e-mail (b) (6), (b) (7)(C)@kellogg.com
d. Address (Street, city, state, and ZIP code) 1 Trade Street OH Cincinnati 45227	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 16
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Processing	j. Identify principal product or service Bakery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)Andrew James Hounshell
International Association of Machinists and Aerospace Workers District 34

4a. Address (Street and number, city, state, and ZIP code) 9000 Machinists Place MD Upper Marlboro 20772	4b. Tel. No. (513) 649-4383
	4c. Cell No.
	4d. Fax No.
	4e. e-mail ahounshell@iamaw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Association of Machinists and Aerospace Workers AFL-CIO

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Andrew James Hounshell

(signature of representative or person making charge)

(Print/type name and title or office, if any)

9000 Machinists Place

Address Upper Marlboro MD 20772

Date 11/16/2022 10:27:51 AM

Tel. No.

(513) 649-4383

Office, if any, Cell No.

Fax No.

e-mail

ahounshell@iamaw.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
10/02/2022	(b) (6), (b) (7)(C)	Overtime sign up sheets and contrator headcount	11/16/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

09-CA-308669

Date Filed

12/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kroger Mid Atlantic		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 140 Eastshore Drive, Suite 300 Glen Allen, VA 23059 VA Glen Allen 23059	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@kroger.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Grocery)	j. Identify principal product or service Grocery Store	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)Gary Southall
United Food and Commercial Workers Union**4a. Address (Street and number, city, state, and ZIP code)**8400 Corporate Dr
MD Landover 20785**4b. Tel. No.**

(304) 531-0758

4c. Cell No.**4d. Fax No.****4e. e-mail**

gsouthall@local400.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Blaine Taylor
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1920 L St NW Suite 301

Address Washington DC 20036

Date 12/12/2022 09:21:56 AM

Tel. No.

(202) 861-9700

Office, if any, Cell No.**Fax No.****e-mail**

btaylor@butsavage.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
11/01/2022	(b) (6), (b) (7)(C)	Payroll information	12/01/2022

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		09-CB-311161	1/26/2023
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name	b. Union Representative to Contact		
National Postal Mail Handlers Union Local 304	(b) (6), (b) (7)(C)		
c. Address	d. Tel. No.	e.e. Cell No.	
6509 Montgomery Road Cincinnati, OH 45213	(b) (6), (b) (7)(C)		
	f. Fax No.	g. e-Mail	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
During the last six months and continuing to date, the above labor organization has failed and refused to address the status of certain grievances filed by (b) (6), (b) (7)(C), including overtime and seniority related grievances.			
3. Name of Employer	4a. Tel. No.	4b. Cell No.	
United States Postal Service			
	4c. Fax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP code)	6. Employer representative to contact		
3055 Crescentville Road Cincinnati, OH 45235-9998			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product or service	9. Number of Workers employed	
Distribution Center	Mail Distribution	500	
10. Full name of party filing charge	11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
	11c. Fax No.	(b) (6), (b) (7)(C)	
		(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code)			
(b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By	(b) (6), (b) (7)(C)	Tel. No.	
(signature or representative of person making charge)	(b) (6), (b) (7)(C), An Individual		
	Print/type name and title or office, if any	Cell No.	
		(b) (6), (b) (7)(C)	
Address:	Date:	Fax No.	
(b) (6), (b) (7)(C)	1-18-23		
		e-Mail	
		(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	09-CB-310295
Date Filed	1/12/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Postal Mail Handlers Union Local # 304		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3055 Crescentville Rd OH Cincinnati 45235-9998		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C) @usps.gov
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer United States Postal Service		4a. Tel. No. (513) 733-7124	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 3055 Crescentville Road OH Cincinnati 45235-9998		6. Employer representative to contact Brian Bull	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
Date 01/12/2023 02:02:51 PM			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
09-CA-310938

Date Filed
January 24, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Prosprant, Inc. d/b/a
Rough Brothers

b. Tel. No. 513-242-0310

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

5513 Vine Street
Cincinnati, OH 45217

e. Employer Representative

Stephanie Baron
HR Manager

g. e-Mail

sbaron@prosprant.com

h. Number of workers employed
Approx. 60

i. Type of Establishment (factory, mine, wholesaler, etc.)
Factory

j. Identify principal product or service
Greenhouses

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named employer on (b) (6), (b) (7)(C) 2023 discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities in support of a Union organizing campaign and in order to chill other employees' Union activity. By these and other acts, the Employer has intimidated and coerced its employees in the exercise of their rights under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Sheet Metal Air Rail Transportation Workers (SMART) Union Local No. 24

4a. Address (Street and number, city, state, and ZIP code)

1440 Kemper Meadow Dr.
Cincinnati, Ohio 45240

4b. Tel. No. 513-821-5771

4c. Cell No.

4d. Fax No. 513-821-7849

4e. e-Mail

(b) (6), (b) (7)(C)@smw24.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Sheet Metal Air Rail Transportation Workers (SMART) Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. 937-461-5310

Office, if any, Cell No.

Fax No. 937-461-7219

e-Mail

jford@djflawfirm.com

By 
(signature of representative or person making charge)

Julie C. Ford, Attorney

(Print/type name and title or office, if any)

Address 111 W. First St., Ste. 1100, Dayton, OH 45402-1156

1-24-2023

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 09-CA-310376

Date Filed
1/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Qualus		b. Tel. No. (513) 729-6285
		c. Cell No.
		f. Fax. No. (513) 563-6120
d. Address (Street, city, state, and ZIP code) 4040 Rev Drive, Suite 200 Cincinnati, OH 45232	e. Employer Representative Hisham Mahmoud Chairman/Chief Executive Officer	g. e-mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Electrical Contractor		j. Identify principal product or service

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Qualus, formerly CE Power, has three subdivisions: (1) Qualus Solutions, (2) Qualus Engineered Services, and (3) Qualus Utilities. Based on information and belief, all three divisions perform the same work. Qualus refers to Qualus Solutions as its "union side." Qualus refers to Qualus Engineered Services and Qualus Utilities as its "non union side." Qualus appears to be running a double-breasted operation, even bidding work under Qualus Solutions and assigning it to Qualus Engineered Services or Qualus Utilities. In addition, Qualus' chairman/CEO told Qualus Solutions managers and employees that their division would only be assigned "union-required" work. A former vice president says the goal is to reduce Qualus' pension liability, and that the effect has been to reverse the growth Qualus Solutions has achieved in recent years.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Business Manager Richard L. Fischer

4a. Address (Street and number, city, state, and ZIP code) IBEW Local 212 212 Crowne Point Place Cincinnati, Ohio 45241	4b. Tel. No. (513) 559-0200
	4c. Cell No.
	4d. Fax No.
	4e. e-mail rick@local212.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Electrical Workers (IBEW)

6. DECLARATION		Tel. No. (513) 287-6992
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.
Bennett Allen, general counsel		Fax No. (513) 721-1178
(signature of representative or person making charge)		e-mail ballen@econjustice.com
(Print/type name and title or office, if any)		
Address 895 Central Avenue, Suite 310, Cincinnati, OH 45202		Date Jan 13, 2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-310135

Date Filed

1/10/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Rose & Remington		b. Tel. No. (513) 239-6152
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 9275 Governors Way OH Cincinnati 45239	e. Employer Representative	g. e-mail fieldsertel@roseandremington.com
		h. Number of workers employed 3
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Apparel)	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/10/2023 12:59:51 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) 2023

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Termination	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-311103

Date Filed

1/25/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Summit Academy Community School - Cincinnati		b. Tel. No. (216) 520-0088
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1660 Sternblock Lane OH Cincinnati 45237	e. Employer Representative Brian DeSantis Attorney	g. e-mail bdesantis@pepple-waggoner.com
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Schools	j. Identify principal product or service Education	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

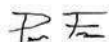
4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Paul Filippelli

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1103 Schrock Road, Suite 307

Address Columbus OH 43229

Date 01/26/2023 02:13:36 PM

Tel. No.

(216) 291-4744

Office, if any, Cell No.

Fax No.

(216) 291-5744

e-mail

paul.filippelli@spitzlawfirm.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

[illegible]

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

[illegible]

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 09-CA-309187	Date Filed 12/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Total Quality Logistics		b. Tel. No. (513) 831-2600
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 4289 Ivy Pointe Blvd OH Cincinnati 45245	e. Employer Representative Julia Fulton Corporate Communications Manager	g. e-mail jfulton@tql.com
		h. Number of workers employed 2000
		i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation
j. Identify principal product or service Third-Party Logistics Brokerage		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

Charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 12/16/2022 04:22:37 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Work from home, removed access to company email	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Employment termination if I talk with employees	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
09-CA-309412	12-22-2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		(b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 1623 Dalton Avenue, Cincinnati, OH 45234	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. (b) (6), (b) (7)(C)
i. Type of Establishment (factory, mine, wholesaler, etc.) plant	j. Identify Principal Product or Service mail distribution	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2022, the Employer discriminated against (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) and on (b) (6), (b) (7)(C) 2022, the Employer discriminated against (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) and not honoring (b) (6), (b) (7)(C) last chance agreement, because (b) (6), (b) (7)(C) engaged in union activities, and in order to discourage union activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

(b) (6), (b) (7)(C) declare that I have read the above charge and that the statements are true to the best of my belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

Date:

12/20/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-307112

Date Filed

11/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Usps

b. Tel. No.

(b) (6), (b) (7)(C)

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

3055 Crescentville Rd

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C) @usps.gov

OH Cincinnati 45235

h. Number of workers employed

600

i. Type of Establishment (factory, mine, wholesaler, etc.)

Transportation

j. Identify principal product or service

Mail

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) arty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 11/11/2022 05:35:08 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Threaten to send me home	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	Sent home for asking a question	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Seniority by who has to work

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Arbitrary treatment, fraternizing	11/11/2022
Refusing to stop arguments and fights	10/31/2022
Not Stopping supervisor harassment	11/11/2022
Different treatment for different races of people	11/11/2022

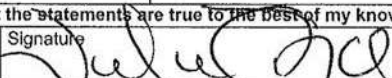
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE

Case No.
09-RC-307046Date Filed
11-14-2022

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer: USF Holland, LLC		2b. Address(es) of Establishment(s) involved (Street and number, City, State, ZIP code): 9940 Crescentville Rd., Cincinnati, OH 4546	
3a. Employer Representative - Name and Title: Ray Houghteling		3b. Address (if same as 2b - state same): Same	
3c. Tel. No. 734-260-8291	3d. Cell No.	3e. Fax No.	3f. E-Mail Address Ray.Houghteling@myYellow.com
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Transportation		4b. Principal Product or Service Freight Service	
4c. City and State where unit is located: Cincinnati, OH		5a. City and State where unit is located: Cincinnati, OH	
5b. Description of Unit Involved: Included: All clerical and administrative employees at Company's Crescentville Road facility. Excluded: All guards and supervisors as defined in the Act and all other employees.		6a. Number of Employees in Unit: 6	
6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
Check One: <input type="checkbox"/> 7a. Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about (Date) _____ (If no reply received, so state). <input type="checkbox"/> 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.			
8a. Name of Recognized or Certified Bargaining Agent (if none, so state)		8b. Address:	
8c. Tel. No.	8d. Cell No.	8e. Fax No.	8f. E-Mail Address
8g. Affiliation, if any:		8h. Date of Recognition or Certification	
8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)			
9. Is there now a strike or picketing at the Employer's establishment(s) involved? <u>No</u> If so, approximately how many employees are participating? _____ (Name of Labor Organization) _____, has picketed the Employer since (Month, Day, Year) _____			
10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)			
10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address
11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election:		11a. Election Type: <input checked="" type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail	
11b. Election Date(s): December 12, 2022	11c. Election Time(s): 1:00 to 1:30 p.m.	11d. Election Location(s): Former Assistant Terminal Mgr. Office	
12a. Full Name of Petitioner (including local name and number): Teamsters Local 100		12b. Address (street and number, city, State and ZIP code): 2100 Oak Road, Cincinnati, OH 45241	
12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state): International Brotherhood of Teamsters			
12d. Tel. No. 513-769-5100	12e. Cell No.	12f. Fax No.	12g. E-Mail Address tim.montgomery@teamsterslocal100.com
13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.			
13a. Name and Title: Julie C. Ford		13b. Address (street and number, city, State and ZIP code): 111 W. First St., Ste. 1100, Dayton, OH 45402-1156	
13c. Tel. No. 937-461-5310	13d. Cell No.	13e. Fax No.	13f. E-Mail Address jford@djflawfirm.com
I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.			
Name (Print) Julie C. Ford		Signature 	Title Attorney
		Date 11/14/22	

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 09-CB-306543	Date Filed 11/3/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Workers United, Chicago and Midwest Regional Joint Board		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (<i>Street, city, state, and ZIP code</i>) 333 S Ashland Ave, Chicago, IL 60607		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax. No.	
		g. e-mail (b) (6), (b) (7)(C)@cmrjb.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) See attachment.			
3. Name of Employer Starbucks Corporation		4a. Tel. No. (614) 463-4231	b. Cell No. (708) 280-0749
		c. Fax No. (614) 455-9586	
		d. e-mail EHult@littler.com	
5. Location of plant involved (<i>street, city, state and ZIP code</i>) 401 Vine St, Cincinnati, OH 45202		6. Employer representative to contact Erik Hult, Littler Mendelson P.C.	
7. Type of establishment (<i>factory, mine, wholesaler, etc.</i>) Restaurant	8. Identify principal product or service Food and Beverage		9. Number of workers employed approx. 20
10. Full name of party filing charge Starbucks Corporation			
11. Address of party filing charge (<i>street, city, state and ZIP code</i>) 401 Vine St, Cincinnati, OH 45202		11a. Tel. No. (614) 463-4231	b. Cell No. (708) 280-0749
		c. Fax No. (614) 455-9586	
		d. e-mail EHult@littler.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Erik Hult <i>(signature of representative or person making charge)</i>		Tel. No. (614) 463-4231	
Erik Hult <i>(Print/type name and title or office, if any)</i>		Cell No. (708) 280-0749	
		Fax No. (614) 455-9586	
Address 41 South High Street, Suite 3250, Columbus, OH 43215		e-mail EHult@littler.com	
Date 11/3/2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Since on or about November 3, 2022, Workers United failed and refused to bargain collectively in good faith resulting in violations of Section 8(b)(3) of the Act. Among other things, the violations involve the following actions by Workers United and its agents:

(1) Starbucks and Workers United agreed to meet on November 3, 2022 for the purpose of engaging in negotiations regarding the Starbucks single-store bargaining unit located at 401 Vine St, Cincinnati, OH 45202, and the parties mutually agreed that place of bargaining would be The Phelps residence Inn by Marriott - 506 E. 4th St., Cincinnati, OH 45202. After Starbucks representatives appeared at the agreed-upon location for the in-person meeting on November 3, Workers United unilaterally announced – with no mutual agreement – that the Union was using a computer to broadcast the meeting virtually to other individuals who were not present in the room. After Starbucks objected to having a Union computer broadcast the meeting virtually to other individuals not present in the room, Starbucks stated that it would proceed with the agreed-upon meeting provided that the Union ceased its virtual broadcasting of the meeting. The Union persisted in its insistence on virtual broadcasting of the meeting, which prevented the meeting from continuing.

(2) Workers United and/or its agents also unilaterally engaged in the recording of one or more exchanges during bargaining on October 24, 2022 without prior notice, discussion or mutual agreement, including the posting on the Internet of one or more such recorded exchanges.

(3) Workers United's unilateral arrangements and insistence on broadcasting bargaining meetings virtually to other individuals who were not present, and the unilateral recording of one or more exchanges during bargaining without prior notice, discussion or mutual agreement, constitutes a failure to bargain collectively in good faith for multiple reasons, including (among other things) the following:

- (a) both sides have a legal right to refuse to be recorded during negotiations because recordings or transcriptions “inhibit the free and open discussion necessary for conducting successful bargaining.” *Bartlett-Collins Co.*, 237 NLRB 770, 773 n. 9 (1978), *enforced*, 639 F.2d 652 (10th Cir. 1982), *cert. denied*, 452 U.S. 961 (1981); *cf. Pennsylvania Telephone Build (Bell Telephone)*, 277 NLRB 501, 501-502 (1985);
- (b) using a computer to virtually broadcast negotiations to other individuals who are not present makes it impossible to prevent a recording and re-transmission of everything stated by the participants, which is reflected in the fact that one or more bargaining exchanges on October 24, 2022 were recorded and posted on the Internet by Workers United and/or its agents;
- (c) expanding bargaining meetings to a virtual audience is likely to encourage posturing that detracts from efforts to work out mutual agreements;
- (d) having bargaining meetings broadcast virtually to other individuals not present undermines the interests of Starbucks partners because the negotiations may warrant the discussion of individual partners by name and are likely to address many sensitive topics; and

(e) having a bargaining meeting broadcast virtually using a Union computer prevents the bargaining participants from knowing the identities of persons in the virtual audience, and makes it impossible to determine whether the virtual audience improperly includes non-employees, media representatives and/or members of the general public who have no authority to participate.

(4) As stated during the November 3, 2022 bargaining meeting, Starbucks remained (and remains) ready to proceed with good faith collective bargaining in meetings conducted at the locations and times agreed upon by the parties, which was prevented by the actions and conduct by Workers United and its agents described above.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-306742

Date Filed

11/07/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Coca-Cola Consolidated, Inc.		b. Tel. No. (888) 227-2653
		c. Cell No. (C) (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 680 Erlanger Rd. Erlanger KY41018.	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@cokeconsolidated.com
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and distribution center	j. Identify principal product or service Soft drinks and other beverages	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since October 25, within the last six months, the Employer has failed and refused to bargain in good faith with the Union by failing to respond to the Union's requests to provide additional negotiation dates during bargaining for a first contract.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union No. 1199

4a. Address (Street and number, city, state, and ZIP code)

2110 Dale Rd.
Cincinnati, OH 45212

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

513-621-7886

4e. e mail

local1199@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Julie C. Ford, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 111 W. First St., Dayton, OH 45402

Date 11-7-22

Tel. No.

937-461-5310

Office, if any, Cell No.

Fax No.

937-461-7219

e-mail

jford@djflawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
09-CA-309376Date Filed
12-20-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DHL Express		b. Tel. No. 859-817-8274
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 236 Wendell H. Ford Blvd. Erlanger, Kentucky 41018	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) dhl.com
		h. Number of workers employed Approximately 2,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Shipping Company	j. Identify principal product or service Ships Products Internationally	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the above-named Employer violated the Act by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6) union or other protected, concerted activity.

The Employer has engaged in these activities to restrain, coerce, and interfere with employees' rights under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 100

4a. Address (Street and number, city, state, and ZIP code)

2100 Oak Road
Cincinnati, Ohio 45241

4b. Tel. No.

513-769-5100

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ David O'Brien Suetholz

(signature of representative or person making charge)

David O'Brien Suetholz

(Print/type name and title or office, if any)

Tel. No.

502-636-4333

Office, if any, Cell No.

Fax No.

e-mail

davids@bsjfirm.com

Address Branstetter, Stranch & Jennings, 515 Park Avenue, Louisville, KY 40208

Date: December 20, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
09-CA-309382Date Filed
12-20-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DHL Express		b. Tel. No. 859-817-8274
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 236 Wendell H. Ford Blvd. Erlanger, Kentucky 41018	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@dhl.com
		h. Number of workers employed Approximately 2,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Shipping Company	j. Identify principal product or service Ships Products Internationally	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the above-named Employer violated the Act by terminating (b) (6), (b) (7)(C) in retaliation for (b) union or other protected, concerted activity.

The Employer has engaged in these activities to restrain, coerce, and interfere with employees' rights under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 100

4a. Address (Street and number, city, state, and ZIP code)

2100 Oak Road
Cincinnati, Ohio 452414b. Tel. No.
513-769-5100

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ David O'Brien Suetholz

(signature of representative or person making charge)

David O'Brien Suetholz

(Print/type name and title or office, if any)

Tel. No.
502-636-4333

Office, if any, Cell No.

Fax No.

Address Branstetter, Stranch & Jennings, 515 Park Avenue, Louisville, KY 40208

Date: December 20, 2022

e-mail
davids@bsjfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-309426

Date Filed

12/20/22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

DHL Express

b. Tel. No.

859-817-8274

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

236 Wendell H. Ford Blvd.
Erlanger, Kentucky 41018

e. Employer Representative

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

g. e-mail

(b) (6), (b) (7)(C)@dhl.com

h. Number of workers employed

Approximately 2,500

i. Type of Establishment (factory, mine, wholesaler, etc.)

Shipping Company

j. Identify principal product or service

Ships Products Internationally

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about November 11, 2022, the above-named Employer, by and through its supervisor, ordered employees not to wear safety vest with Union insignia when there was no policy prohibiting such vests prior to the organizing campaign.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 100

4a. Address (Street and number, city, state, and ZIP code)

2100 Oak Road
Cincinnati, Ohio 45241

4b. Tel. No.

513-769-5100

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ David O'Brien Suetholz

(signature of representative or person making charge)

David O'Brien Suetholz

(Print/type name and title or office, if any)

Tel. No.

502-636-4333

Office, if any, Cell No.

Fax No.

e-mail

davids@bsjfirm.com

Address Branstetter, Stranch & Jennings, 515 Park Avenue, Louisville, KY 40208

Date: December 20, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-309401

Date Filed

12/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DHL Express		b. Tel. No. 859-817-8274
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 236 Wendell H. Ford Blvd. Erlanger, Kentucky 41018	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@dhl.com
		h. Number of workers employed Approximately 2,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Shipping Company	j. Identify principal product or service Ships Products Internationally	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the above-named Employer, by and through its security agents, unlawfully engaged in discriminatory surveillance of employees' union or other protected, concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 100

4a. Address (Street and number, city, state, and ZIP code) 2100 Oak Road Cincinnati, Ohio 45241	4b. Tel. No. 513-769-5100
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ David O'Brien Suetholz

(signature of representative or person making charge)

David O'Brien Suetholz

(Print/type name and title or office, if any)

Address Branstetter, Stranch & Jennings, 515 Park Avenue, Louisville, KY 40208

Date: December 20, 2022

Tel. No.

502-636-4333

Office, if any, Cell No.

Fax No.

e-mail

davids@bsjfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 09-CA-309407	Date Filed 12/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer DHL Express	b. Tel. No. 859-817-8274
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 236 Wendell H. Ford Blvd. Erlanger, Kentucky 41018	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@dhl.com
	h. Number of workers employed Approximately 2,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Shipping Company	j. Identify principal product or service Ships Products Internationally
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
On or about (b) (6), (b) (7)(C) 2022, the above-named Employer violated the Act by disciplining (b) (6), (b) (7)(C) in retaliation for (b) (6) union or other protected, concerted activity.	
On or about (b) (6), (b) (7)(C) 2022, the above-named Employer violated the Act by suspending (b) (6), (b) (7)(C) in retaliation for (b) (6) union or other protected, concerted activity.	
The Employer has engaged in these activities to restrain, coerce, and interfere with employees' rights under Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Teamsters Local 100	
4a. Address (Street and number, city, state, and ZIP code) 2100 Oak Road Cincinnati, Ohio 45241	4b. Tel. No. 513-769-5100
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
International Brotherhood of Teamsters	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
/s/ David O'Brien Suetholz (signature of representative or person making charge)	David O'Brien Suetholz (Print/type name and title or office, if any)
Tel. No. 502-636-4333	
Office, if any, Cell No.	
Fax No.	
e-mail davids@bsjfirm.com	
Address Branstetter, Stranch & Jennings, 515 Park Avenue, Louisville, KY 40108	
Date: December 20, 2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-309413

Date Filed

12/20/22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DHL Express		b. Tel. No. 859-817-8274
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 236 Wendell H. Ford Blvd. Erlanger, Kentucky 41018	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@dhl.com
		h. Number of workers employed Approximately 2,500
i. Type of Establishment (factory, mine, wholesaler, etc.) Shipping Company	j. Identify principal product or service Ships Products Internationally	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2022, the above-named Employer violated the Act by disciplining (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union or other protected, concerted activity.

The Employer has engaged in these activities to restrain, coerce, and interfere with employees' rights under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 100

4a. Address (Street and number, city, state, and ZIP code)

2100 Oak Road
Cincinnati, Ohio 45241

4b. Tel. No.

513-769-5100

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ David O'Brien Suetholz

(signature of representative or person making charge)

David O'Brien Suetholz

(Print/type name and title or office, if any)

Tel. No.

502-636-4333

Office, if any, Cell No.

Fax No.

e-mail

davids@bsjfirm.com

Address Branstetter, Stranch & Jennings, 515 Park Avenue, Louisville, KY 40208

Date: December 20, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
09-CA-307114	11/10/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer WAYFAIR	b. Tel. No. (857)315-1576
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 1600 Donaldson Rd., Erlanger, KY 41018	e. Employer Representative (b) (6), (b) (7)(C)
	f. Fax No.
	g. e-mail (b) (6), (b) (7)(C)@wayfair.com
	h. Number of Workers Employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse	j. Identify Principal Product or Service Furniture
<p>1. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the last 6 months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by continuously harassing employee (b) (6), (b) (7)(C) and since about (b) (6), (b) (7)(C) 2022, by issuing (b) (6), (b) (7)(C) a final written warning and denying (b) (6), (b) (7)(C) transfer to a different shift.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
<p>(b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>(b) (6), (b) (7)(C)</p> <p>(b) (6), (b) (7)(C)</p> <p>and title or office, if</p> <p>Address: (b) (6), (b) (7)(C) Date: 11/10/22</p>	
Tel. No.	
Cell No. (b) (6), (b) (7)(C)	
Fax No.	
e mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-308373

Date Filed

12/05/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer amazohn		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 460 Day One Dr KY Florence 41042	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@amazon.com
		h. Number of workers employed 4500
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Catalog & Mail Order)	j. Identify principal product or service online retail	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) arty filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 12/05/2022 05:02:26 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	change of work assignment	(b) (6), (b) (7) 2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-308354

Date Filed

12/05/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer amazon		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 460 Day One Dr KY Florence 41042	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@amazon.com
		h. Number of workers employed 4500
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Catalog & Mail Order)	j. Identify principal product or service online retail	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 12/05/2022 05:07:20 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	loss of license for equipment	(b) (6), (b) (7) 2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-310708

Date Filed

1/23/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com Services LLC and its Subsidiary, Amazon Air		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 460 Day One Dr KY Florence 41042	e. Employer Representative (b) (6), (b) (7)(C) Amazon Air (KCVG)	g. e-mail (b) (6), (b) (7)(C)@amazon.com
h. Number of workers employed 4500		
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Catalog & Mail Order)	j. Identify principal product or service Internet Merchant	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) Name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/22/2023 09:42:43 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from forming, joining, or supporting a labor organization.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 09-CA-307012

Date Filed
11/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com Services LLC and its Subsidiary, Amazon Air		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 460 Day One Dr KY Florence 41042	e. Employer Representative (b) (6), (b) (7)(C) Amazon Air (KCVG)	g. e-mail (b) (6), (b) (7)(C)@amazon.com
		h. Number of workers employed 4500
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Catalog & Mail Order)	j. Identify principal product or service Internet Merchant	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 11/14/2022 11:05:06 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
09-CA-310601Date Filed
January 13, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Diversey, Inc.		b. Tel. No. 859-317-7970
		c. Cell No.
		f. Fax No. 859-201-1250
d. Address (Street, city, state, and ZIP code) 1300 Altura Road Suite 125 Ft. Mill, SC 29708	e. Employer Representative Jay Inman 333 West Vine St. Suite 1720 Lexington, KY 40507	g. e-mail jinman@littler.com
		h. Number of workers employed 8,700
i. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturer	j. Identify principal product or service cleaning products	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 29 USC 158 (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Claimant was in charge of hiring employees to man a new location for the company. Claimant hired some employees with a union background and [REDACTED] superiors objected to this and intervened. Claimant resisted and was fired.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

T. Lawrence Hicks, Attorney

(Print/type name and title or office, if any)

130 Dudley Pike, Suite 200, Edgewood, KY 41017

Address

Date 1-13-2023

Tel. No.

859-331-4900

Office, if any, Cell No.

859-653-3127

Fax No.

859-426-3532

e-mail

lhicks@cetrulolaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

09-CA-307021

Date Filed

11/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com Services LLC and its Subsidiary, Amazon Air		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@amazon.com
d. Address (Street, city, state, and ZIP code) 460 Day One Dr KY Florence 45211	e. Employer Representative (b) (6), (b) (7)(C) Amazon Air (KCVG)	h. Number of workers employed 4500
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Catalog & Mail Order)	j. Identify principal product or service Internet Merchant	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) Name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 11/14/2022 11:30:47 AM

Tel. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022